

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Special Death Benefit - BU 12 Employees Department of Transportation	REFERENCE NUMBER: 2007-027
DATE ISSUED: 10/03/07	SUPERSEDES:

This memorandum should be forwarded to:

**Employee Relations Officers
Personnel Officers**

FROM: Department of Personnel Administration
Benefits Division

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This memo provides important information regarding the new special death benefit for miscellaneous employees employed by the Department of Transportation and represented by Bargaining Unit 12.

As a result of collective bargaining and recent legislation, SB 357, Chapter 210 was signed into law on September 6, 2006. This special death benefit provides a monthly allowance to a surviving spouse or registered domestic partner equal to half (50%) of the member's highest average monthly salary for any 12-month period prior to the employee's death, regardless of the member's age or years of service credit.

If there is no surviving spouse or registered domestic partner, the benefit may be paid to a surviving child. If there is more than one child, the children share the benefit equally. The benefit ceases for any surviving child when the child either marries or reaches the age of 22.

If the death is due to a purposefully violent act, the special death benefit may be increased by 25% for one surviving child, 40% for two children, and 50% for three or more children. This additional benefit is reduced or ceases as the surviving children either marry or reach age 22.

Whenever active employees in the deceased employee's classification receive a salary increase, the deceased employee's survivor will also receive an increase in proportion to the increase paid to the active employees, up to the time that the deceased employee would have reached age 50.

In order for a survivor to be eligible for the benefit, the employee must have been killed as the direct result of injuries sustained in the course of official duties working on the highway system performing highway maintenance.

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The exact terms of the special death benefit are spelled out in the Government Code Section 21537.5 and Government Code 21541, et al.

If an event occurs and the special death benefit is required, please contact Desi Rodrigues in the Benefits Division as soon as possible at (916) 324-9400.

/s/Julie Chapman

Julie Chapman, Deputy Director
Labor Relations Division